

CHIEF PSYCHOLOGIST,  
CORRECTIONAL FACILITY  
Final Filing Date: Continuous



OPEN

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER - Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age or sexual orientation.

EXAMINATION BASE DEPARTMENTAL FOR:  
  
DEPARTMENT OF CORRECTIONS AND REHABILITATION

WHO SHOULD APPLY Applicants who meet the minimum qualifications as stated below and have not previously tested with the Department of Corrections and Rehabilitation (CDCR) during this testing period. CDCR testing periods for this examination are: **January – June and July – December**. Applications will not be accepted on a promotional basis.

HOW TO APPLY Submit an Examination Application (Std. Form 678) and a Supplemental Application for Chief Psychologist, CF to:

<b>By mail with:</b>	<b>or</b>	<b>In person with:</b>
<b>Department of Corrections and Rehabilitation</b>		<b>Department of Corrections and Rehabilitation</b>
<b>Selection Services Section</b>		<b>Selection Services Section</b>
<b>P.O. Box 942883</b>		<b>1515 “S” Street, Room 522-N</b>
<b>Sacramento, CA 94283-0001</b>		<b>Sacramento, CA 95814</b>
<b>(916) 322-2545</b>		<b>(916) 322-2545</b>

If you are personally delivering your application(s), you must do so between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, to the street address listed above for the Selection Services Section.

The Supplemental Application for Chief Psychologist, CF can be downloaded from State Personnel Board’s website at [www.spb.ca.gov](http://www.spb.ca.gov) or CDCR’s website at [www.cdcr.ca.gov](http://www.cdcr.ca.gov), or a copy may be obtained by calling or going to the address above or one of the institutional personnel offices.

**NOTE:** Only applications with an original signature will be accepted.

APPLICATION DEADLINE/ REQUIREMENTS Applications will be accepted on a continuous basis. All applicants must meet the education and/or experience requirements for this examination at the time he or she files his or her application.

SALARY RANGE(S) **As of January 1, 2007**  
**Salary for Adult Institutions, Division of Juvenile Justice and Division of Correctional Health Services Only**  
**\$11,016.00 - \$11,410.00**

**An additional bonus is offered as indicated below (as of January 1, 2007):**

- A pay differential of 3 percent of the base pay will apply to positions in the Division of Correctional Health Care Services, headquarters mental health management and policy development.

**As of January 1, 2007**  
**Salary for Division of Adult Parole Operations**  
**\$6,090.00 - \$8,161.00**

*It is anticipated that positions utilized by the Division of Adult Parole Operations will also receive a pay increase in the near future."*

BENEFITS

- Deferred Compensation Plans (Savings pool, 401K, and 457 plan)
- \$100 monthly Bilingual Differential Pay
- 75% Reimbursement of Van Pool, \$65 maximum per month (\$100 primary driver)
- 75% Reimbursement of Public Transit Passes, \$65 maximum per month
- Flexible work hours (Management discretion)
- Pre-tax parking (Where applicable)
- Fourteen (14) paid holidays
- Generous paid vacation/sick leave or annual leave
- Jury duty/military/bereavement leave
- Health, Dental, and Vision Care Plans (Rural Health Care Equity Program for areas without HMOs)
- Pre-retirement death benefit
- Dependent Care Program
- Long Term Insurance (CalPERS)
- Home Loan Program (CalPERS)
- Legal Services
- Employee Assistance Program

MINIMUM QUALIFICATIONS Possession of a valid license as a Psychologist issued by the California Board of Psychology and possession of an earned Doctorate Degree in Psychology from an educational institution meeting the criteria of Section 2914 of the Medical Board of California’s Business and Professions Code. **and**

**Either I**

At least two years’ experience as a licensed Psychologist in the Department of Corrections and Rehabilitation.

**Or II**

At least three years’ experience as a licensed Psychologist in a forensic setting such as a local jail or community-based forensic treatment unit.

MINIMUM  
QUALIFICATIONS  
(CONTINUED)

**Special Personal Characteristics:** Empathetic understanding of patients of a State correctional facility; willingness to work in a correctional facility; emotional stability; patience; scientific and professional integrity; alertness; tact; and demonstrated leadership ability; and keenness of observation.

**Special Physical Characteristics:** Persons appointed to this position must be reasonably expected to have and maintain sufficient strength, agility and endurance to perform during stressful (physical, mental and emotional) situations encountered on the job without compromising their health and well-being or that of their fellow employees or that of inmates.

Assignments may include sole responsibility for the supervision of inmates and/or the protection of personal and real property.

Qualifying experience may be combined on a proportionate basis if the requirements stated above include more than one pattern and are distinguished as "Either" I, "or" II, "or" III, etc. For example, candidates who possess qualifying experience amounting to 50% of the required time of Pattern I, and additional experience amounting to 50% of the required time of Pattern II, may be admitted to an examination as meeting 100% of the overall experience requirement.

EXAMINATION  
PLAN

This examination will consist of Training and Experience Evaluation (supplemental application) weighted 100%. To obtain a position on the eligible list, applicants must achieve a minimum rating of 70% on the supplemental application. See section titled "How to Apply" for information on where to obtain a copy of the supplemental application and other needed materials.

Candidates who meet the "Minimum Qualifications" will have their supplemental application graded. If they pass the examination, they will be placed on an eligible list. **RETURN OF THE SUPPLEMENTAL APPLICATION IS MANDATORY.** Candidates who do not return the completed supplemental application will be eliminated from this examination.

**Training and Experience Evaluation (Supplemental Application) -- Weighted 100.00%**

**Scope:** Emphasis in the examination will be on measuring competitively, relative to job demands, each candidate's:

**Knowledge of:**

1. Psychological theories and research
2. Principles, techniques and problems in developing and coordinating a specialized psychological treatment program
3. Principles, techniques and trends in psychology with particular reference to normal and disordered behavior, human development, motivation, personality learning, individual differences, adaptation and social interaction
4. Methods for the assessment and modification of human behavior
5. Characteristics and social aspects of mental disorders and retardation
6. Research methodology and program evaluation, institutional and social process, group dynamics
7. Functions of psychologists in various mental health services
8. Current trends in the field of mental health
9. Professional training
10. Community organization and allied professional services
11. The Department's Equal Employment Opportunity (EEO) program objectives
12. A manager's role in the EEO program and the processes available to meet EEO objectives
13. Principles and techniques of effective supervision

**Ability to:**

1. Plan, organize, and work in a specialized psychological treatment program involving members of other treatment disciplines
2. Provide professional consultation and program leadership
3. Teach and participate in professional training
4. Recognize situations requiring the creative application of technical skills
5. Develop and evaluate creative approaches to the assessment, treatment, and rehabilitation of mental disorders to the conduct of research, and to the development and direction of a psychological program
6. Plan, organize and conduct research, data analysis and program evaluation
7. Conduct assessment and psychological treatment procedures
8. Secure the cooperation of professional and lay groups
9. Analyze situations accurately and take effective action
10. Communicate effectively
11. Plan, organize and direct the work of others
12. Effectively contribute to the Department's EEO objectives

ELIGIBLE LIST  
INFORMATION

The resulting eligible list will be established to fill vacancies for the Department of Corrections and Rehabilitation. Names of successful candidates are merged into the list in order of final scores, regardless of date. Eligibility expires **12** months after establishment, unless the needs of the service and conditions of the list warrant a change in this period.

POSITION  
DESCRIPTION AND  
LOCATION(S)

A **Chief Psychologist, CF**, under general direction in a state correctional facility or at Headquarters, is responsible for the overall supervision of psychologists; investigates behavior problems or mental disorders; examines, diagnoses, classifies and prescribes psychological treatment for psychotic inmates; secures and reviews data on heredity, congenital and environmental factors pertaining to inmates; applies findings of psychological examinations; directs the giving of psychotherapy and other treatment for preventing and correcting behavior disorders; directs and participates in staff conferences and clinics to discuss psychological problems of inmates and their care and treatment; recommends transfer, parole or discharge of inmates and recommends arrangements for follow-up and aftercare during parole; secures and trains assistants; plans, directs and evaluates their work, and takes or recommends appropriate action with respect to their work performance; prepares reports and does research on problems of adult criminality; maintains order and supervises the conduct of persons committed to the California Department of Corrections and Rehabilitation; prevents escapes and injury

POSITION  
DESCRIPTION AND  
LOCATION(S)  
(CONTINUED)

by these persons to themselves, others or to property; maintains security of working areas and work materials; inspects premises and searches inmates for contraband, such as weapons or illegal drugs; and does other related work.  
  
Position(s) exist at various institutions located throughout the state and headquarters in Sacramento with the Department of Corrections and Rehabilitation.

VETERANS POINTS/  
CAREER CREDITS

Veteran's Preference Points will not be granted in this examination since it does not qualify as an entrance examination under the law. Career credits will not be granted in this examination.

GENERAL INFORMATION

Applications are available at Department of Corrections and Rehabilitation offices, State Personnel Board offices and local offices of the Employment Development Department, and on line at [www.spb.ca.gov](http://www.spb.ca.gov).

The Department of Corrections and Rehabilitation reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revisions will be in accordance with civil service laws and rules and all competitors will be notified.

**Examination Locations:** If this examination requires a written test and/or oral interview, they will be scheduled throughout the State at the correctional institutions and/or parole regions. However, locations of the written test and/or oral interview may be limited or extended as conditions warrant.

**Eligible Lists:** Eligible lists established by a competitive examination, regardless of date, must be used in the following order: 1) subdivisional promotional; 2) departmental promotional; 3) multidepartmental promotional; 4) servicewide promotional; 5) departmental open; 6) open. When there are two lists of the same kind, the older must be used first.

**General Qualifications:** Competitors must possess essential personal qualifications including integrity, initiative, dependability, good judgment, ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination and fingerprinting may be required. In open examinations, an investigation may be made of employment records and personal history.

IT IS AN OBJECTIVE OF THE STATE OF CALIFORNIA TO ACHIEVE A DRUG-FREE WORK PLACE. ANY APPLICANT FOR STATE EMPLOYMENT WILL BE EXPECTED TO BEHAVE IN ACCORDANCE WITH THIS OBJECTIVE BECAUSE THE USE OF ILLEGAL DRUGS IS INCONSISTENT WITH THE LAW OF THE STATE, THE RULES GOVERNING CIVIL SERVICE AND THE SPECIAL TRUST PLACED IN PUBLIC SERVANTS.

ONLY INDIVIDUALS LAWFULLY AUTHORIZED TO WORK IN THE UNITED STATES WILL BE HIRED

FOR CURRENT CDCR TESTING INFORMATION CALL (916) 322-2545  
California Relay Service for the Deaf or Hearing Impaired: 1-800-735-2929  
[www.cdcr.ca.gov](http://www.cdcr.ca.gov)

THIS CANCELS AND SUPERSEDES ALL PREVIOUSLY ISSUED BULLETINS  
Chief Psychologist, CF.doc 4/19/2007 CRG